

## TEACHER CONTRACTS

The New Hanover County Board of Education (Board) recognizes the importance of establishing a clear contractual relationship with teachers employed by the school district. All teacher employment contracts entered into by the Board shall meet the requirements of state law and State Board of Education policy. Nothing in this Policy is intended to grant or confer any employment rights beyond those existing in law. For the purposes of this Policy, the term “teacher” is defined as a person who meets the requirements of G.S. 115C-325.1(6). An individual employed for less than 100% of the time or under a temporary or interim teacher contract does not meet the definition of teacher; however, the Board’s performance expectations established in this Policy shall also apply to such individuals.

### TEACHER PERFORMANCE EXPECTATIONS

Teachers are responsible for facilitating student learning in a safe and orderly environment in which students become college and career ready. Teachers shall be familiar with the current statewide instructional standards for their teaching assignment and demonstrate the ability to teach the curriculum effectively. The Board expects teachers to meet all performance standards established by the Board, the Superintendent or designee, state law, and State Board of Education policy, and to pursue professional development as provided in [Policy 6234](#), [License Renewal](#). Employment contracts for teaching shall be granted or renewed only for individuals of proven ability who strive for excellence.

### SUPERINTENDENT’S RECOMMENDATION

The Board shall employ teachers upon the recommendation of the Superintendent. The Superintendent is expected to substantiate with supporting evidence any recommendation for a new or renewed contract for an applicant or current teacher. The Superintendent’s recommendation for a new or renewed contract shall include the length of the term of the contract, which shall be consistent with state law and Board requirements. The Board shall follow a recommendation of the Superintendent regarding the length of the contract that is consistent with law and this Policy, unless specific circumstances justify offering the teacher a contract of a different term.

In considering the Superintendent’s recommendation, the Board may review any information that was in the teacher’s personnel file at the time of the Superintendent’s recommendation or was added to the teacher’s file, with the proper notice to the teacher, prior to the Board’s decision.

### DETERMINATION OF CONTRACT LENGTH

This section applies when the Superintendent has decided to recommend that the Board offer a teacher a new or renewed contract.

#### One (1) Year Contract

A new or renewed contract shall be for a term of one school year unless the teacher meets the following criteria for a two-year or four-year contract.

**Two (2) Year Contract**

To be recommended for a two-year contract, a teacher shall have been employed by the Board for at least three consecutive years and at the end of their third year, have received a rating of “accomplished” on at least two of the standards measured by his or her summative evaluation.

**Four (4) Year Contract**

To be recommended for a four-year contract, a teacher shall have been employed by the Board as a teacher for at least five consecutive years and have received a rating of at least “accomplished” on the majority of the standards measured by his or her most recent summative evaluation and be currently serving in an advanced leadership role, such as but not limited to, mentor teacher, department chair, grade-level chair, or school improvement team member.

**Teachers are not eligible for a two (2) year or four (4) year contract if they have:**

- Been placed on a monitored or directed growth plan, mandatory improvement plan, or corrective action plan during the current or previous two school years;
- Received a demotion, a suspension without pay, or a reprimand, warning, or other disciplinary action that is documented in the teacher’s official personnel file during the current or previous two school years; and/or
- Other relevant performance or conduct information, as determined by the Superintendent or designee, in his or her personnel file that would support a decision to disqualify the teacher from a multi-year contract.

**DISMISSAL AND NONRENEWAL**

This Policy is not intended to limit the Superintendent’s discretion to recommend dismissal, demotion, a shorter contract length, or nonrenewal of any teacher for any basis allowed by in accordance with law, including but not limited to, reduction in force due to school system reorganization, decreased enrollment, reduced funding, or other budgetary issues. Any employee who does not meet the performance or other standards of the Board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal or to nonrenewal.

LEGAL REF: N.C.G.S. 115C-325.1(6)  
013-360; State Board of Education Policy BENF-009

CROSS REF: License Renewal (Policy 6234)  
Employment of Teachers Without Career Status (Policy 6236)  
North Carolina Teacher Evaluation Standards

Adopted: 04/02/19

New Hanover County Public Schools, Wilmington, N.C.